



# EMPLOYMENT TRIBUNALS

**Heard at:** Croydon (by video) **On:** 3 to 6 March 2025

**Claimant:** Miss Miah Nwohia

**Respondent:** Arora SLG Limited

**Before:** Employment Judge E Fowell

Ms L Lindsay

Ms G Mitchell

**Representation:**

**Claimant** In person

**Respondent** John Hillerby, Solicitor, Chambers O'Neill Solicitors Ltd

## JUDGMENT ON LIABILITY

The unanimous decision of the Tribunal is as follows:

1. The claim of victimisation is upheld on the principal basis that the claimant made a verbal allegation of race discrimination to a manager and was dismissed at a probationary review meeting shortly afterwards.
2. The claims of harassment and of direct discrimination on grounds of race are dismissed as unfounded.
3. The claim of unfair dismissal is dismissed, having been withdrawn at an earlier preliminary hearing.
4. The question of remedy will be resolved at a further hearing, by video, on 3 April 2025 at 10 am. A link to join the hearing will be sent to the respondent beforehand. As at this hearing, Miss Nwohia will attend the hearing centre in person.

**Approved by**

Employment Judge Fowell

Date 6 March 2025

17 March 2025

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Sent to Parties.

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>